

LILLY LEDBETTER FAIR PAY ACT  
OF 2007

SPEECH OF

**HON. AL GREEN**

OF TEXAS

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, July 31, 2007*

Mr. AL GREEN of Texas. Madam Speaker, I rise in strong support of H.R. 2831, the Lilly Ledbetter Fair Pay Act of 2007, which will correct a gross injustice done in the recent Supreme Court decision in the case *Ledbetter v. Goodyear*.

The Supreme Court's May 29, 2007, ruling in *Ledbetter* reversed decades of precedent that helped victims of pay discrimination to pursue claims against their employers. Under Title VII of the Civil Rights Act of 1964, employees illegally discriminated against in pay can file claims to recoup that pay within 180 days of being wrongfully denied pay. Unfortunately, the *Ledbetter* decision concluded that victims need to file claims within 180 days of a discriminatory decision being made, rather than within 180 days of receiving a discriminatory paycheck, as previous jurisprudence had mandated.

It is wholly unreasonable to require individuals who are discriminated against to file suit within 180 days of the illegal action. Workplace norms mean that co-workers rarely ask each other about their pay. Moreover, one relatively small discriminatory decision can compound over time, meaning that decisions that are not immediately obvious can nevertheless have profound impacts over the course of an employee's career.

Congress recognized 43 years ago with the passage of the Civil Rights Act of 1964 that it is wrong to treat people differently on the basis of their gender, religion or the color of their skin. The decision in *Ledbetter v. Goodyear* effectively eliminates the primary remedy for thousands of Americans who face illegal and immoral discrimination.

The Lilly Ledbetter Fair Pay Act provides a straightforward and efficient solution for the mistaken decision in *Ledbetter*. This bill simply clarifies that each discriminatory paycheck qualifies as a new violation that gives employees 180 days to file claims to recover pay. This policy has been the law of the land for the last 43 years, has worked well and should be reinstated.

For over four decades, the United States Federal Government has made it clear that discrimination on the basis of one's race, gender, or religion will not be tolerated. It is our responsibility to do everything in our power to ensure that all employees are treated fairly and respectfully, and this bill is an important step forward in that direction. I am proud to be a co-sponsor of this legislation and I commend my colleague and friend, Mr. GEORGE MILLER of California, for introducing the bill.

IN HONOR OF CORPORAL JAMES H. MCRAE, UNITED STATES MARINE CORPS

**HON. KAY GRANGER**

OF TEXAS

IN THE HOUSE OF REPRESENTATIVES

*Saturday, August 4, 2007*

Ms. GRANGER. Madam Speaker, I rise today to honor the courage of a brave and

dedicated hero of the Fort Worth community and of our Nation.

Cpl James H. McRae was a proud United States Marine and a true American hero who gallantly and selflessly gave his life for his country on July 24 during combat operations in Diyala Province, Iraq.

James enlisted in the toughest of the military branches during time of war, which speaks volumes about his character and patriotism.

Assigned to the Marine Expeditionary Force, James was a non-commissioned officer—the backbone of the corps and a true leader.

Our thoughts and prayers are with James' parents and all of his family and friends.

Our community and Nation honor Corporal McRae's memory and we are grateful for his faithful and distinguished service to our Nation and the Corps of Marines that he loved.

Cpl James Heath McRae will not be forgotten. His memory lives on through his family and the legacy of selfless service that he so bravely imprinted on our hearts.

VETERANS' BENEFITS  
IMPROVEMENT ACT OF 2007

SPEECH OF

**HON. HEATH SHULER**

OF NORTH CAROLINA

IN THE HOUSE OF REPRESENTATIVES

*Monday, July 30, 2007*

Mr. SHULER. Mr. Speaker, I rise today in strong support of H.R. 1315, the Veterans' Benefits Improvement Act of 2007, which would expand housing assistance for disabled veterans of the United States Armed Forces.

The Veterans' Benefits Improvement Act amends title 38 of the United States Code so that specially-adaptive housing assistance can be provided to certain members of the Armed Forces who are disabled and residing temporarily in housing owned by family.

America's veterans have sacrificed in the defense and well-being of our country and should be rewarded for their bravery and compensated for their sacrifices. Therefore, we have a duty to see to it that the appropriate benefits are made available to every disabled veteran, regardless of residential status. We must remember that with nearly 30,000 troops wounded in Iraq and Afghanistan, more young veterans are in need of disability assistance.

Mr. Speaker, this bill provides the necessary revisions that will enable more veterans to receive the special housing assistance they need. I fully support this bill and encourage others to do so as well.

STATEMENT HONORING HOUSTON  
NEWSMAN MARVIN ZINDLER**HON. AL GREEN**

OF TEXAS

IN THE HOUSE OF REPRESENTATIVES

*Saturday, August 4, 2007*

Mr. AL GREEN of Texas. Madam Speaker, I rise to pay tribute to a wonderful man and longtime Houston television legend, Marvin Zindler. Mr. Zindler passed away yesterday after a battle with inoperable pancreatic cancer and he will be sorely missed.

Marvin Zindler was born August 10, 1921, in Houston, where he went on to become an irre-

placeable community figure. Marvin's father Abe, who openly opposed the Ku Klux Klan and was a card-carrying member of the NAACP, helped instill in Marvin the values that made him so valued in the community. As a newsman, Marvin became a pioneer in consumer reporting and a tireless advocate for those who, without his assistance, would be without a voice in having their needs addressed.

Mr. Zindler initially came to prominence through a week long special on the "Chicken Ranch," an illegal brothel just outside of La Grange, TX, that local authorities tolerated for decades. This special report quickly forced the closure of the brothel, which had been open since 1905. Subsequently, Mr. Zindler was known largely for his self-described "Rat and Roach Report," in which he read reports on health department restaurant inspections on news broadcasts on ABC affiliate KTRK. These reports consistently aided consumers looking for information on the safety of the food at local restaurants.

Mr. Zindler advocated aggressively for low-income individuals in desperate need of reconstructive surgery. Earlier this year, despite his illness, Mr. Zindler's advocacy played a major role in acquiring mechanical hands for seven Iraqi amputees. Because of his extensive advocacy, Mr. Zindler's Action 13 office received nearly 100,000 letters annually asking for assistance on issues ranging from Social Security benefits to housing discrimination to immigration. He took pride in ensuring that his office responded to every single request that they received.

It is eminently clear that Marvin Zindler was no ordinary newsman. He used his influence to constantly stand up for the underprivileged who needed his assistance—and he made a difference. Mr. Zindler profoundly changed the city of Houston and the very concept of consumer reporting, and his contribution will never be forgotten.

I would like to send my condolences to Mr. Zindler's family, friends, and all those who will miss him dearly. I hope that, even in this sad time, Mr. Zindler's courage and fights for justice can serve as an example for us all.

IN HONOR OF CORPORAL RHETT A.  
BUTLER, UNITED STATES ARMY**HON. KAY GRANGER**

OF TEXAS

IN THE HOUSE OF REPRESENTATIVES

*Saturday, August 4, 2007*

Ms. GRANGER. Madam Speaker, I rise today to honor the courage of a brave and dedicated hero of the State of Texas and of our Nation.

Corporal Rhett A. Butler was a United States Army soldier and a true American hero who gallantly and selflessly gave his life for his country on July 20, 2007 during combat operations north of Baghdad, Iraq.

Assigned to the Second Infantry Division, Rhett enlisted during time of war, which speaks volumes about his character and patriotism.

Moreover, he was a leader and mentor to younger soldiers and his service as a Non-Commissioned Officer in the infantry exemplifies this spirit.

Our thoughts and prayers are with CPL Butler's parents and all of his family and friends.